



**EEO Public File Report**  
**DIRECTV Puerto Rico, Ltd.**  
**Employment Unit ID: 11979, Carolina, Puerto Rico**  
**Vacancy List**  
**Reporting Period: September 10, 2007 – September 9, 2008**

| Requisition # | Job Title                | Number of Interviews | RS Referring Hiree | Recruitment Sources Used to Fill |
|---------------|--------------------------|----------------------|--------------------|----------------------------------|
| 27-013        | Outside Sales Consultant | 9                    | 27                 | 1,9,27,28,29,31                  |
| 27-013        | Outside Sales Consultant | 9                    | 27                 | 1,9,27,28,29,31                  |
| 27-013        | Outside Sales Consultant | 9                    | 29                 | 1,9,27,28,29,31                  |
| 27-011        | Sales Consultant         | 9                    | 28                 | 1,9,27,28,29,31                  |
| 27-011        | Sales Consultant         | 9                    | 29                 | 1,9,27,28,29,31                  |
| 27-009        | Collections Clerk        | 8                    | 27                 | 27,28,29                         |
| 27-009        | Collections Clerk        | 8                    | 27                 | 27,28,29                         |
| 27-009        | Collections Clerk        | 8                    | 29                 | 27,28,29                         |
| 27-009        | Collections Clerk        | 8                    | 29                 | 27,28,29                         |
| 27-008        | Claims Clerk             | 4                    | 27                 | 27,28,29                         |
| 27-008        | Claims Clerk             | 4                    | 27                 | 27,28,29                         |
| 27-008        | Claims Clerk             | 4                    | 27                 | 27,28,29                         |
| 27-006        | Collections Clerk        | 5                    | 27                 | 27,28,29                         |
| 27-006        | Collections Clerk        | 5                    | 27                 | 27,28,29                         |
| 27-006        | Collections Clerk        | 5                    | 29                 | 27,28,29                         |
| 27-005        | Outbound - CSR           | 5                    | 27                 | 27,28,29                         |
| 27-005        | Outbound - CSR           | 5                    | 27                 | 27,28,29                         |
| 27-005        | Outbound - CSR           | 5                    | 27                 | 27,28,29                         |
| 27-005        | Outbound - CSR           | 5                    | 27                 | 27,28,29                         |
| 27-004        | Sales Supervisor         | 2                    | 29                 | 27,28,29,30                      |
| 27-003        | Sales Manager            | 14                   | 31                 | 24,28,29,31                      |
| 27-002        | Sales Consultant         | 15                   | 28                 | 1,9,27,28,29,31,33,35            |
| 27-002        | Sales Consultant         | 15                   | 29                 | 1,9,27,28,29,31                  |
| 27-002        | Sales Consultant         | 15                   | 28                 | 1,9,27,28,29,31                  |
| 27-002        | Sales Consultant         | 15                   | 28                 | 1,9,27,28,29,31                  |
| 28-004        | Sales Consultant         | 19                   | 28                 | 1,9,27,28,29,31                  |
| 28-004        | Sales Consultant         | 19                   | 27                 | 1,9,27,28,29,31                  |
| 28-004        | Sales Consultant         | 19                   | 27                 | 1,9,27,28,29,31                  |
| 28-004        | Sales Consultant         | 19                   | 28                 | 1,9,27,28,29,31                  |
| 28-004        | Sales Consultant         | 19                   | 27                 | 1,9,27,28,29,31                  |
| 28-004        | Sales Consultant         | 19                   | 28                 | 1,9,27,28,29,31                  |
| 28-004        | Sales Consultant         | 19                   | 28                 | 1,9,27,28,29,31                  |

|        |                               |    |    |                       |
|--------|-------------------------------|----|----|-----------------------|
| 28-004 | Sales Consultant              | 19 | 28 | 1,9,27,28,29,31       |
| 28-004 | Sales Consultant              | 19 | 28 | 1,9,27,28,29,31       |
| 28-005 | Sales Consultant              | 4  | 29 | 1,6,9,27,28,29,31     |
| 28-005 | Sales Consultant              | 4  | 28 | 1,6,9,27,28,29,31     |
| 28-005 | Sales Consultant              | 4  | 27 | 1,6,9,27,28,29,31     |
| 28-005 | Sales Consultant              | 4  | 27 | 1,6,9,27,28,29,31     |
| 28-005 | Sales Consultant              | 4  | 27 | 1,6,9,27,28,29,31     |
| 28-001 | IT Operator System            | 7  | 29 | 27,28,29              |
| 28-001 | IT Operator System            | 7  | 29 | 27,28,29              |
| 28-003 | Collection Clerk              | 3  | 29 | 27,28,29              |
| 28-007 | Sales Consultant              | 4  | 27 | 27,28,29              |
| 28-009 | Sales Consultant              | 4  | 28 | 1,6,9,27,28,29,31     |
| 28-010 | Sales Consultant              | 4  | 27 | 1,6,9,27,28,29,31     |
| 28-010 | Sales Consultant              | 4  | 29 | 1,6,9,27,28,29,31     |
| 28-010 | Sales Consultant              | 4  | 27 | 1,6,9,27,28,29,31     |
| 28-011 | Sales Consultant              | 4  | 27 | 1,6,9,27,28,29,31     |
| 28-011 | Sales Consultant              | 4  | 27 | 1,6,9,27,28,29,31     |
| 28-012 | Claims Clerk                  | 11 | 29 | 27,28,29              |
| 28-013 | Product Coordinator           | 3  | 33 | 26,28,29,33           |
| 28-014 | Advertising Sales Executive   | 16 | 24 | 24,28,29,31,33,35     |
| 28-014 | Advertising Sales Executive   | 16 | 29 | 24,28,29,31,33,35     |
| 28-015 | Web Coordinator               | 3  | 22 | 22,28,24,31,33,35     |
| 28-016 | Content Developer & Writer    | 13 | 31 | 28,31,33,35           |
| 28-018 | Planning Business Analyst     | 4  | 33 | 26,28,29,31,33,35     |
| 28-019 | Purchasing & Prod.Coordinator | 3  | 24 | 24,26,28,31,33        |
| 28-020 | Ad Sales Manager              | 8  | 33 | 26,28,31,35,24,33     |
| 28-021 | Sales Consultant              | 4  | 29 | 1,9,21,26,27,28,29,31 |
| 28-022 | Sales Consultant              | 4  | 27 | 1,9,21,26,27,28,29,31 |
| 28-023 | Sales Consultant              | 4  | 29 | 1,9,21,26,27,28,29,31 |
| 28-024 | Sales Consultant              | 4  | 29 | 1,9,21,26,27,28,29,31 |
| 28-025 | Sales Consultant              | 4  | 28 | 1,9,21,26,27,28,29,31 |
| 28-026 | Warehouse Clerk               | 3  | 27 | 26,27,28,29           |
| 28-027 | Sales Consultant              | 4  | 29 | 1,9,21,26,27,28,29,31 |
| 28-027 | Sales Consultant              | 4  | 27 | 1,9,21,26,27,28,29,31 |
| 28-029 | Sales Consultant              | 4  | 27 | 1,9,21,26,27,28,29,31 |
| 28-029 | Sales Consultant              | 4  | 29 | 1,9,21,26,27,28,29,31 |
| 28-029 | Sales Consultant              | 4  | 28 | 1,9,21,26,27,28,29,31 |
| 28-030 | Entertainment Consultant      | 9  | 30 | 6,26,28,30            |
| 28-030 | Entertainment Consultant      | 9  | 30 | 6,26,28,30            |
| 28-031 | Accounting Manager            | 11 | 31 | 6,18,26,28,31         |
| 28-033 | Financial Planning Analyst    | 10 | 18 | 6,18,26,28,31         |
| 28-034 | Warehouse Clerk               | 6  | 27 | 6,26,27,28,29         |
| 28-036 | Retail Coordinator            | 5  | 29 | 6,26,28,29            |
| 28-042 | Sales Consultant              | 4  | 27 | 1,9,21,26,27,28,29,31 |
| 28-042 | Sales Consultant              | 4  | 28 | 1,9,21,26,27,28,29,31 |

|                                              |                           |            |    |                          |
|----------------------------------------------|---------------------------|------------|----|--------------------------|
| 28-042                                       | Sales Consultant          | 4          | 28 | 1,9,21,26,27,28,29,31    |
| 28-042                                       | Sales Consultant          | 4          | 29 | 1,9,21,26,27,28,29,31    |
| 28-043                                       | Sales Consultant          | 4          | 31 | 1,9,21,26,27,28,29,31    |
| 28-043                                       | Sales Consultant          | 4          | 29 | 1,9,21,26,27,28,29,31    |
| 28-044                                       | Outside Sales Consultant  | 11         | 28 | 1,9,21,26,27,28,29,31    |
| 28-044                                       | Outside Sales Consultant  | 11         | 28 | 1,9,21,26,27,28,29,31    |
| 28-045                                       | Sales Consultant          | 4          | 30 | 1,9,21,26,27,28,29,30,31 |
| 28-045                                       | Sales Consultant          | 4          | 29 | 1,9,21,26,27,28,29,30,31 |
| 28-046                                       | Sales Consultant          | 4          | 29 | 1,9,21,26,27,28,29,30,31 |
| 28-046                                       | Sales Consultant          | 4          | 28 | 1,9,21,26,27,28,29,30,31 |
| 28-046                                       | Sales Consultant          | 4          | 29 | 1,9,21,26,27,28,29,30,31 |
| 28-046                                       | Sales Consultant          | 4          | 29 | 1,9,21,26,27,28,29,30,31 |
| 28-000                                       | Collection Clerk          | 3          | 27 | 1,26,27,28,29            |
| 28-051                                       | Sales Consultant          | 4          | 29 | 9,27,28,29,30,31         |
| 28-039                                       | Entertainment Consultant  | 4          | 29 | 7,26,27,28,29            |
| 28-048                                       | Sales Consultant          | 4          | 28 | 1,9,21,26,27,28,29,30,31 |
| 28-050                                       | Collection Clerk          | 4          | 27 | 6,21,26,27,28,29         |
| 28-052                                       | Internet Customer Service | 3          | 29 | 6,26,28,29,30            |
| 28-054                                       | Telesales Representative  | 4          | 27 | 6,26,28,29,30            |
| 28-039                                       | Entertainment Consultant  | 4          | 26 | 6,26,28,29,30            |
| 28-053                                       | Quality Audit Control     | 2          | 29 | 6,26,28,29,30            |
| <b>Total Interviewees In 12 Month Period</b> |                           | <b>306</b> |    |                          |



**EEO Public File Report**  
**DIRECTV Puerto Rico, Ltd.**  
**Employment Unit ID: 11979, Carolina, Puerto Rico**  
**Master Recruitment Source List**  
**Reporting Period: September 10, 2007 – September 9, 2008**

| <b>Key</b> | <b>Recruitment Source *</b>                                                                                                               | <b>No. Interviewees<br/>provided by RS</b> |
|------------|-------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 1          | University of PR<br>Rio Piedras Campus<br>Ave. Ponce de León<br>Rio Piedras, PR<br>(787)764-0000 Ext. 5703<br>Attn. Ana Torres            | 3                                          |
| 2          | University of PR<br>Bayamon Campus<br>Carr. 174 Sector Minilla<br>Bayamón, PR<br>(787)786-2885 Ext. 2241<br>Attn. Sonia Feliciano         |                                            |
| 3          | University of PR<br>Cayey Campus<br>Ave. Antonio R. Barceló<br>Cayey, PR<br>(787)738-2161 Ext. 2008<br>Attn. Gloria Collazo               |                                            |
| 4          | University of PR<br>Ponce Campus<br>Ave. Santiago de los Caballeros<br>Ponce, PR 00731<br>(787)844-8181 Ext. 2508<br>Attn. Gloria Collazo |                                            |
| 5          | University of PR<br>Arecibo Campus<br>Carr. 653 Ruta 129<br>Arecibo, PR<br>(787)817-4936 Ext. 3659<br>Attn. Elenita Gonzalez              |                                            |
| 6          | University of PR<br>Carolina Campus<br>Carr. 887 Km 3.6<br>Carolina, PR 00983<br>(787)276-8570 Ext. 3368                                  |                                            |

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|----|----------------------------------------------------------------------------------------------------------------------------------------------|---|
|    | Attn. Carmen Corchado                                                                                                                        |   |
| 7  | University of PR<br>Mayaguez Campus<br>Calle Post Norte<br>Mayaguez, PR 00680<br>(787)265-3600 Ext. 3800<br>Attn. Luis Ponce                 |   |
| 8  | University of PR<br>Aguadilla Campus<br>Base Ramey<br>Aguadilla, PR<br>(787)890-2681 Ext. 256<br>Attn. Zulma Reguero                         |   |
| 9  | University of PR<br>Humacao Campus<br>Carr. 908 Km 1.4<br>Humacao, PR<br>(787)850-9311<br>Attn. Myrna Tirado                                 | 3 |
| 10 | Sacred Heart University<br>Rosales Pda. 26 ½<br>Santurce, PR<br>(787)728-1515 Ext. 2261<br>empleo@sagrado.edu                                |   |
| 11 | Interamerican University<br>Metropolitan Campus<br>Carr. 1 Francisco Sein<br>Rio Piedras, PR<br>(787)250-1912 Ext. 2268<br>Attn. Lorna Soto  |   |
| 12 | Interamerican University<br>Bayamon Campus<br>Carr. 830 Km 0.5<br>Cerro Gordo, Bayamon, PR<br>(787)279-1912 Ext. 2150<br>Attn. Lourdes López |   |
| 13 | Universidad Central de Bayamon<br>Ave. Zayas Verde Urb. Valencia<br>Bayamon, PR<br>(787)786-3080 Ext. 2297<br>Attn. Annie Alicea             |   |
| 14 | Metropiltan University<br>Carr. 176 Km 0.3<br>Rio Piedras, PR<br>(787)766-1717 Ext. 6521<br>Attn. Lourdes Medina                             |   |

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| 15 | Caribbean University<br>Carr. 167 Km 21.2<br>Bayamón, PR<br>(787)780-0070 Ext. 1743<br>Attn. Nilsa S. Rios<br><a href="mailto:dir.carolina@caribbean.edu">dir.carolina@caribbean.edu</a>                                    |   |
| 16 | Universidad Católica de Ponce<br>Ave. Las Americas<br>Ponce, PR 00731<br>(787)841-2000 Ext. 2509<br>Attn. Jaime Santiago                                                                                                    |   |
| 17 | Universidad del Turabo<br>Carr 189 Km 3.3 Bo. Mano Manca<br>Caguas, PR<br>(787)743-7979 Ext. 4824<br>Attn. Lyza Montalvo                                                                                                    |   |
| 18 | Creative Financial Staffing<br>416 Ponce de León<br>Union Plaza Building, Suite 1110<br>Hato Rey, PR 00918<br>(787)756-7597<br>Attn. Tamara Vigoreux<br><a href="mailto:cfs@icepr.com">cfs@icepr.com</a>                    | 5 |
| 19 | Caribbean Temporary Services<br>Santurce Branch<br>1431 Ponce de León Ave.<br>Suite 201<br>San Juan, PR 00909<br>(787)724-5643 Ext. 240<br>Attn. Emma Acevedo                                                               |   |
| 20 | Temporary Professional Integrated<br>Services<br>P.O. Box 192212<br>San Juan, PR 00919-2212<br>(787)775-6116<br>Attn. Idaliz Perez                                                                                          |   |
| 21 | Agencia Municipal de Oportunidades<br>de Empleo (Local WIA office)<br>P.O. Box 899<br>Pueblo Station, Carolina, PR 00986<br>(787)752-4090 Ext. 278<br>Attn. Iris Rosado<br><a href="mailto:amoe@prtc.net">amoe@prtc.net</a> | 6 |
| 22 | Monster, Inc.<br>Clock Tower Place<br>Maynard, MA 02139-4307<br>(617)253-1000<br><a href="http://www.monster.com">www.monster.com</a>                                                                                       | 3 |
| 23 | Society of HR Management<br>Capital Center Suite 504<br>Hato Rey, PR                                                                                                                                                        |   |

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|    | (787) 767-2141<br>Attn. Ana Iglesias<br><a href="mailto:aiglesias@shrmpr.org">aiglesias@shrmpr.org</a>                                                                   |    |
| 24 | Ryan Executive Search Firm<br>Mercantil Plaza<br>Hato Rey, PR<br>(787)766-1665<br>Attn. Terry Ryan                                                                       | 2  |
| 25 | Caribbean Temporary Services<br>Barceloneta Branch<br>Carr. 2 Km. 57.2 Cruce Davila<br>Edf. Maranatha<br>Barceloneta, PR 00617<br>(787)970-1335<br>Attn. Yelitza Morales |    |
| 26 | DIRECTV Website:<br>www.directvpr.com<br>empleos @directvpr.com<br>P.O. Box 71413<br>San Juan, PR 00936-8513<br>(787)776-5200 Ext. 2541<br>Attn. Tere Santisteban        | 26 |
| 27 | Clasificados Online<br>Job search website<br>www.clasificadosonline.com                                                                                                  | 92 |
| 28 | Ad Posted at DIRECTV Regional<br>Offices and Sales Kiosk (located in<br>shopping malls)                                                                                  | 69 |
| 29 | DIRECTV<br>Employee Referral Program<br>P.O. Box 71413<br>San Juan, PR 00936-8513<br>(787)776-5200 Ext. 2541<br>Attn. Tere Santisteban                                   | 75 |
| 30 | DIRECTV<br>Re-Hire Program<br>P.O. Box 71413<br>San Juan, PR 00936-8513<br>(787)776-5200 Ext. 2541<br>Attn. Tere Santisteban                                             | 1  |
| 31 | Ad - El Nuevo Dia Newspaper<br>P.O. Box 71445<br>San Juan, PR 00906-7512<br>Tel.(787) 641-7023                                                                           | 10 |
| 32 | Job Fair Expo Empleo<br>El Nuevo Dia<br>P.O. Box 71445<br>San Juan, PR 00906-7512<br>Tel.(787) 641-7023                                                                  |    |
| 33 | Smart Option Search<br>P.O. Box 194088<br>San Juan, PR 00919-4088<br>Tel. (787) 767-2373<br>Attn. Melissa Concepción                                                     | 8  |

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|    | <a href="mailto:mconcepcion@smartoptionsearch.com">mconcepcion@smartoptionsearch.com</a>                                                                                                                     |    |
| 34 | Accountabilities & IT, Inc.<br>P.O. Box 270233<br>San Juan, PR 00927-0233                                                                                                                                    |    |
| 35 | Improve Serches<br>268 Ponce de Leon Ave.<br>Suite 701<br>Hato Rey, PR 00918<br>Tel. (787) 754-5627<br>Attn. Ivelisse Garcia<br><a href="mailto:igarcia@improvesearches.com">igarcia@improvesearches.com</a> | 4  |
| 36 | Brenda Marrero & Associates<br>Centro Intl. De Mercadeo<br>Suite 707<br>Guaynabo, PR<br>Tel. (787)620-3998<br>Attn. Brenda Marrero<br><a href="http://www.brendamarreropr.com">www.brendamarreropr.com</a>   |    |
| 37 | Pro – Assets<br>207 Domenech Ave. Suite 101<br>San Juan, PR 00918<br>(787)766-0404<br>Attn. Yolaine Salgado<br><a href="mailto:ysalgado@proassetsinc.com">ysalgado@proassetsinc.com</a>                      | 2  |
| 38 | DIRECTV<br>Job Fair<br>P.O. Box 71413<br>San Juan, PR 00936-8513<br>(787)776-5200 Ext. 2541<br>Attn. Tere Santisteban                                                                                        | 23 |

\* Indicates that recruitment source is entitled to notification of full-time vacancies pursuant to Section 76.75(b)(1)(ii). (No sources requested such notification during the current reporting period).



**DIRECTV Puerto Rico, Ltd.**  
**Recruitment Initiatives**  
**Reporting Period: September 10, 2007 – September 10, 2008**

**Job Fairs**

During the period of September 10, 2007 to September 9, 2008, DIRECTV recruiters and Human Resources personnel attended the job fairs listed below.

- (1) DIRECTV Job fair, in July 10 & 11, 2008, which was attended by professionals seeking job opportunities for the sales department.
- (2) The Huertas College, Caguas Campus, annual Job Fair in August 6, 2008, which was attended by students seeking job opportunities in a variety of professions.
- (3) Municipio de Gurabo, Casa Alcaldia, , annual Job Fair in August 13, 2008, which was attended by students seeking job opportunities in a variety of professions

**Other Activities/ General Outreach**

- DIRECTV Puerto Rico Human Resources Director has been an active member of the Workforce Investment Act (WIA) Municipal Board of Carolina Area representing the private sector for the past four years. The federal Workforce Investment Act (WIA) of 1998, which superseded the Job Training Partnership Act, offers a comprehensive range of workforce development activities provided in local communities can benefit job seekers, laid off workers, outh, incumbent workers, new entrants to the workforce, veterans, persons with disabilities, and employment, job retention, earnings, and occupational skills improvement by participants.
- DIRECTV Educa is a program that provides a complimentary suite of high-quality educational television programming in classrooms as a teaching tool for various public schools in Puerto Rico.

**Management Training**

- During the 4<sup>th</sup> quarter of 2007, DIRECTV provided on-line ethics training to employees at all levels of the organization, including Management. The training included a full review of our anti-discrimination and anti-harassment policies.
- All new hires received a full orientation and training on all our anti-discrimination and anti-harassment policies.